

THE OSHAWA WORKER

LOCAL 222 U.A.W./C.L.C.

 OSHAWA, ONT.
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OSHAWA, ONTARIO

OCTOBER 2, 1980

LOCAL 222, UAW

General Membership Meeting

Thursday, October 2, 1980
 7:30 P.M.
 UAW Hall

President's Report

By TED MURPHY
 President

Since my last article in *The Oshaw Worker*, things are starting to pick up in GM with the "B" Body increasing production by five jobs per hour. All plants are operating at full capacity. The GM plant is hiring and there is an overtime schedule for September and October. Hopefully, this trend will continue into 1981. A



UAW Council meeting was held on September 14 and 15 at the Skyline Hotel in Ottawa. There were elections held for the Executive of the Council. The election was for Chairman, Vice-Chairman, Secretary-Treasurer and two Trustees. John Maughan was elected Chairman, Frank LaSorda, Vice-Chairman, Jim Maxwell, Secretary-Treasurer, and Ray Wakeland and myself, Trustees.

The Council discussed in great length the plant closures and the Houdaille situation. A brief was presented on Monday, September 15, 1980, to some Federal Ministers, Herb Gray, Minister of Industry, Trade and Commerce, and Lloyd Axworthy, Minister of Employment and Immigration. Bob White, the Canadian Director, presented the brief to the Ministers. Then Herb Gray said that they would have recommendations from the UAW brief to present to the Cabinet within the next two weeks. Hopefully, this will help the Houdaille workers insofar as benefits are concerned.

GALE LUMBER UNIT NEGOTIATIONS

The Union has applied for conciliation, and is waiting for a hearing to be set for these negotiations.

DUPLATE

Joe Cassar and his committee are in the process of drafting up their demands to present to the Company. We will keep you informed as things develop at Duplate.

To All Retired Members

Welcome back all retirees. I hope you have enjoyed the past summer months.

We will be starting our fall and winter activities by having our first dance on Friday, October 17th. Tickets are available at the Union Hall now.

Entry applications are available at the Union Hall and Retirees Chapter next door for the following tournaments — Snooker, Boston, Cribbage and Euchre. All entries close October 20th. All retired members and spouses are invited to participate. No entry fees are required. Prizes are awarded for each event.

Pat Bell,
 Recreation Committee,
 Local 222 Retirees Chapter

Duplate

By DON PROSSER

DUPLATE UNIT AMENDMENT MEETING

On October 7th, 1980 at the UAW Hall the committee will take amendments from the floor, we will also ask for ratification of the amendments we have prepared. The night shift meeting is at 1:00 p.m. and the day shift meeting is at 7:00 p.m. Plan to attend. At this meeting, Brother Cassar will also report on the plans for the October 18th March



on Queen's Park — regarding plant closings. In the meantime, the committee will be talking up the "march" in the plant as we feel it is most important to bring as much pressure to bear on the government as possible, to stop these irresponsible heartless closures.

It seems every summer when we return from vacation a few more jobs have been eliminated through automation and this year was no exception. In VTL No. 2 automatic feeders were put on the edgers which does away with three people. The next step will be automatic seamers then they intend to go to work on VTL No. 3, there too they plan on automatic edger feeders. Now they are talking of automatic feeders for the drilling operations.

This new furnace that is being built will be of high volume out-put with very few people, it is more than obvious that this Company intends to replace people with machines anywhere the buck justifies it. I believe that in this contract we must put better pensions high on our list of demands. Many of our members simply cannot afford to retire on the present pensions.

It seems to me, that the best way to provide our younger members with some security is to encourage our senior members to retire earlier, this can only be done by providing a liveable pension with protection against inflation. With the Company replacing our members with machines as I pointed out above "30 and Out" without the age restriction is a must.

The week of September 8th Bob Blears had two Company Representatives for safety glasses in the plant and Sam Stewart and myself had the chance to look at the selection they had to offer, while their selection is not large there were some that seemed a lot better than we have at present. Hopefully, in the near future these will be available.

Don't forget October 7th is the day of our amendments meetings. See you there.

Municipal Scene

By BRUCE McARTHUR
 Oshawa Regional Councillor

In my last article in this space, I reviewed the Knob Hill Farms application to rezone for a mammoth warehouse supermarket. Now an



application for a junior department store and small food store has been received for the old site of the Pedlar Plant now being demolished on Simcoe St. South. Only one of these will proceed, even if the City approved both of the applications, because in that business they won't gamble millions on half a chance of success. I favour the Knob Hill proposal because it gives the big supermarkets a run for their money, and forces food prices down to the advantage of working people. It is healthy, however, to see two developers fight over the south end to serve them.

This past week, I spent a day on something that is unusual. It came to my attention that, unless you or your family owns a burial plot, you can't buy one in Oshawa, we're all sold

out. This is a service that we don't think of until times of crisis, but someone has to plan for this facility. A non-profit organization is desirous of locating in Oshawa with cremation facilities. It fell upon me as Chairman of Planning and Development to commence the initial discussions. They hope to be in operation within a year and a half. I hesitate to say that when opened it will eliminate a grave problem.

The Municipal Elections will be held across the Province on November 10. In Oshawa, for the first time since 1972, the Public Utilities Commission will be up for election, joining Regional, City and Boards of Education, members to represent you on the local scene for the next two years.

I will be seeking your support for re-election as Regional Councillor. Currently, I am the only Union member elected to either the Oshawa City Council or at the Region, and quite frankly, I hope to see more join me after the election. The business community is well represented, and people from the trade union movement approach their elected responsibilities with an openmindedness and sense of fair play with energy to go the mile for the community that places their trust in them.

Chairman's Report

By PHIL BENNETT
 Plant Chairman

INEQUITY DISTRIBUTION (CARRY OVER FROM U.S.)

On September 11, 1980, I attended a meeting in Toronto as did all of the Chairmen from the various UAW Locals across Canada, who represent the General Motors workers. Brother Jim Lane, the International Union Wage Co-ordinator from the U.S., was present at this meeting along with a couple of other International UAW Representatives from the U.S. and Dennis Tyce our International Rep from Oshawa.

The purpose of this meeting was to inform the chairmen of the various local unions throughout the General Motors chain in Canada where the inequity monies from the last set of negotiations would be going and when these wage rates would become effective. I want to make it abundantly clear that this meeting was called by the International Union from the U.S. to inform the chairmen as to which classifications would be receiving some monies from the inequity fund. The local unions do not, nor have they ever had, any input as to where the inequity monies would be spent. The distribution of the inequity fund is done totally between the GM Corporation and the International Union in the U.S.

Approximately fifteen (15) minutes after the meeting commenced on September 11, 1980, Jim Lane, the International Union Wage Co-ordinator gave each one of the plant chairmen a sealed envelope. On opening the envelope that was given to me, I was informed of the following job classifications that would be receiving some monies from the (.25c) 1/4 cent inequity fund negotiated and distributed by the International Union in the U.S.

Oshawa Plant Job Classification	Former Rate	Adjusted Rate
Die Setters	\$9.42	\$9.50
Die Setter — Plastic Moulding	\$9.42	\$9.50
Die Setter — Moslo Machine Set-up — Instrument Clusters	\$9.42	\$9.50
Machine Set-up — Rolling Mills	\$9.42	\$9.50
Machine Set-up — Mis. Assembly Machines	\$9.42	\$9.50
Machine Set-up — Wiring Harness Machines	\$9.42	\$9.50
Machine Set-up — Thermac — Misc. Machines	\$9.42	Delete
NOTE: The Thermac Dept. is no longer in existence. This Dept. was phased out in July of 1980.		
Mould Maker		New Classification
NOTE: Mould Maker is a new classification and the rate of pay so I am told will be 17c per hour above the Tool and Die rate.		

CONCLUSION

Again I have been given to understand that certain Committeemen in the South Plant are, telling some of our Members that President Ted Murphy or myself are responsible for dividing up the 1/4c inequity fund from the 1979 negotiations. I would like to refer to Appendix "A" Memorandum of Understanding, Covering Wage Parity, on page 116 through to and including page 120 of the Master Agreement.

Paragraph (5) on Page 118 quote "The Parties have agreed to further implement the principle of wage parity between Canadian job classifications and comparable job classifications in the United States. Accordingly, the amounts of wage adjustments agreed to by General Motors Corporation and the International Union, pursuant to the provisions of Paragraph (15) of the September 14, 1979, U.S. Contract Settlement Agreement, the locations where such adjustments will be made, and the job classifications to which such adjustments will apply shall be agreed upon by General Motors Corporation and the International Union within the twelve month period referred to in such paragraph (15) end of quote.

I should think that the above paragraph would clear up once and for all just who is responsible for the distribution of the inequity monies.

District Dances

The following dates have been set for the district dances:

November 8, 1980 —	District 4 —	Jim McGee
November 15, 1980 —	North Plant —	Ron Rowden
November 22, 1980 —	Skilled Trades —	Junior McMullan
January 10, 1981 —	District 7 Parts & Service —	Burt Busker
January 17, 1981 —	District 5 —	Doug Reynolds
January 24, 1981 —	Balance of Local —	
	Duplate, Houdaille, Delta Faucet, Cliff Mills, Flexpac, Kerr Industries, AVP Extrusions	
February 7, 1981 —	District 1 —	Glenn Gray
February 14, 1981 —	District 11 —	Bing Campney
February 21, 1981 —	District 3 —	Keith Post
February 28, 1981 —	District 8 —	Jack Whalen
March 14, 1981 —	District 6 —	John Caines
March 28, 1981 —	District 2 —	John Sinclair

NOTICE OF ELECTION

Ontario Federation of Labour Convention GM Unit

OFL Delegates — Fifteen (15) to be elected. Nominations from the floor of the GM Unit Meeting, Thursday, October 16, 1980, at the UAW Hall, 44 Bond St. E., Oshawa.

Voting to take place following the adjournment of the GM Unit Meeting, Thursday, October 16, 1980.

VOTING BY UNION CARD ONLY

RETIREES' MEETING

1:30 P.M.
 Tuesday,
 October 14, 1980

Please plan to attend

Hardware and Paint Shop Zone 59 — "A" Body

By RICK McEACHERN
Zone 59 Committeeman
CHANGES

There have been a lot of changes in the Paint Shop this year. Changes have been made on the lines and jobs. This is also true of the hardware line which I represent. About these changes I'd like to say two things. First of all, when things have been changed as drastically as they have been this year, there are bound to be some standards problems. As the line reaches full production again on September 19th, you may find that you are having problems with your job. The following steps should help you get them resolved:



1.) Try to resolve any problem with your foreman. If you don't get any results during this step, call for me.

2.) Since there have been such drastic changes in the line location, especially in the Paint Shop, there are bound to be Safety hazards which did not exist before change-over. I've tried to get around to check for these problems but I can't see them all. According to the terms of the agreement, employees having Health and Safety complaints should bring them to the attention of their foreman and if not resolved, the Committeeman is called in on the case. If you do see something wrong, don't hesitate to put in a call for me. It's your right to work in a safe environment.

SUB & UIC

Many people are still having problems with UIC and SUB claims, and

are concerned about getting their money.

Well, here also, you have rights under the contract to request to see your SUB Union Rep who can cut all the red tape and get an answer for you as soon as possible. In order to see this rep, you must tell your foreman to put in a call for him.

SATURDAYS

Things are starting to look better with the "B" Plant going back up in production five jobs per hour. This will mean that between 500 and 600 new people will be hired. Also there are four Saturdays in October scheduled for the "B" Plant to work. Hopefully the winter of 1980 will be better than we had anticipated earlier this year. Also rumour has it that there are several Saturdays coming up for the "A" Plant in the not to distant future.

COLA

On the first of September, we received a 23 cents an hour cost of living raise, which brings the total COLA to 98 cents per hour. I think that the rise in the cost of things can be dramatized fairly well by looking at the amount of COLA we received at the end of the three years of the 1976 contract. The allowance at that time was \$1.32 per hour. The new increase of 23 cents brings us up to being just two cents short of \$1.00 for the cost of living allowance. These statistics prove the importance of COLA.

WAGE RATE INCREASES

Also on September 15, 1980, our annual wage increases came into effect. I have made a list of the increases in the base rates for the classifications in Zone 59. They are as follows:

Classification	9/15/79	9/15/80	Increase
Assembler	\$9.08	\$9.35	\$.27
Assembler Trim	9.17	9.45	.28
Lacquer Sprayer	9.33	9.61	.28
Prime Sprayer	9.22	9.50	.28
Wet-Dry Sander	9.22	9.50	.28
Trimmer Body	9.22	9.50	.28
Water Leak Check & Repair	9.33	9.61	.28
Clerk	9.08	9.35	.27
Sweeper	8.72	8.98	.26



Pensions

By TED O'CONNOR
& JOHN BEERS

By TED O'CONNOR
AND JOHN BEERS

On behalf of the Membership, the Executive Board, and your Pension Reps, Ted and John would like to extend sincere wishes for a long, healthy, and happy retirement to the following members up to and including October 1st, 1980:

Bernest Bell, 31 yrs, Michael Widish, 30.4 years, Robert Jennings, 22.8 years, Francis Hancee, 40.3 years, Douglas Tromley, 28.5 years, Keith Buzzell, 31.2 years, Donald Cameron, 37.9 years, Robert Cook, 40 years, Noel Rivers, 43.4 years, John Griffiths, 31.1 years, James McKeever, 28.3 years, Frank Bel-lak, 26.6 years, Sterling Hughes, 30.6 years, Paul Zdroweckyj, 20.3 years, James Martin, 32.2 years, Normal O'Malley, 30 years, Hendrick Schievink, 25.6 years, Robert Trotter, 25.7 years, Victor Home-wood, 24.7 years, Brian Henderson, 30.4 years, Kenneth Bissett, 31 years, Bohdan Slobodian, 25.7 years, Carl Dennis, 30.5 years, Robert Deyell, 24.4 years, Frank Borg, 15.6 years, Francis V. Henery, 30.5 years, James Duguag 30.5 years.

Phillip H. Williams, 30.3 years, Gerald H. Wilson, 24.8 years, Jan Rudnik, 30.1 years, Donald N. Sisson, 30.4 years, Lloyd L. Ross, 28.6 years, John J. Moore, 30.7 years, Royston D. Taylor, 30.1 years, Stephen Bakay, 29.4 years, Andre N. Vandevalk, 29.8 years, Edward K. Kennedy, 21.4 years, William M. Germond, 20.6 years, Albert D. Stovin, 31.6 years, Edward F. Lenkie, 30.2 years, Milford A. Reid, 31.9 years, Lawrence I. Gray, 31.3 years, Patrick H. Kelly, 30.9 years, Joze Golobic, 30 years, J.J. Moore, 30.7 years, J.T. Davis, 30.2 years.

William Dolmage, 22.5 years, Earl English, 30.3 years, Fred Legage, 30.3 years, James Sprague, 30.5 years, Thomas Wilson, 29.8 years, Alvin McMahon, 30.3 years, Elmer Brooks, 30.5 years, Edward Roberts

Jr., 48.7 years, Joel Arsenault, 30.3 years, Elmer Murray, 30.4 years, William F. Forrest, 33.2 years, Keith M. Bradley, 33.3 years, Jack Ste-ward, 30.9 years, John K. Calder, 39.8 years, Randolph Scott, 36.4 years, Gorden Stephens, 24.5 years, Lyall Harrison, 30.2 years, Arthur K. Schatz, 25.2 years.

Ernest K. Hilts, 43.2 years, Joseph M. McCloskey, 30.1 years, William S. Paterson, 37.6 years, Teddy Koss, 31.3 years, Gordon Robb, 30.1 years, Robert C. Weatherall, 30.6 years, Joseph D. Daly, 29.8 years, Jelle DeJong, 30.3 years, Joseph L. Nadeau, 27 years, Ter-rance Smith, 43.6 years, Joseph N. Guest, 30 years, John Schoonder-beck, 30.3 years.

Casimir Starzynski, 30.8 years, Arthur D. Brown, 30.3 years, Wil-liam R. Doble, 30.6 years, William L. Hurren, 30.7 years, Edna M. Johns, 38 years, Lloyd A. Lightfoot, 21.6 years, Leonard G. Colbear, 30.2 years, Kenneth A. Dawe, 30.6 years, John T. Flynn, 30.2 years, Wilfred D. Forest 31 years, John H. Huggins, 39.8 years, Petro Jurylo, 30.5 years, Raymond Locke, 30 years, Floyd S. Mantle, 30.4 years, Michael F. O'Keeffe, 30.9 years, Nicholas pas-mick, 31.2 years, Arthur K. Rowe, 36.6 years.

In case any names have been omitted, please phone 725-1759 giving names, credited service and Department number. Thank you.



Walter Junior?

By TOM HOAR
Zone No. 34, Committeeman

Well, the summer is over and I hope everyone had a safe and enjoyable holiday. The jobs are harder, the quality seems forgotten, and the overtime is back, just like old times, eh! One has to wonder how long it will hold out when you pass a dealership and see all those 1980 half tons still on their lots. I would like to remind everyone on shift No. 2 that the month of October is hardware's month to supplement the drivers in reject on overtime and you must make your intentions known to management, i.e., tell your foreman before you will get a chance to work.

Well, it didn't take long since our return for more trouble to develop within the already troubled Sweep-ing Department. Seems that there's a general supervisor in this department who is getting more and more concerned about his job and taking it out on the men who actually do the cleaning of the plant.

About two years ago, he first came to the Maintenance Department after spending several years in the Standards Department, which seems to be the reason for his thinking that everyone has more than ample time to do his or her job. Since his elevation up this proverbial ladder he has: changed everyone's shift, changed everyone's lunch hour, added work to all the areas, greatly changed the worker's attitude towards doing a good job. Seems that they have all found that no matter how good a job you do, he still feels you should have done more. This can have a very demoralizing effect on a person who earns 37 cents less than the lowest rated Assembler, but having to pay the same price for a loaf of bread or a litre of gas. When you couple this together with the fact that the Sweepers get their lunch periods after the line and on nights don't even get a hot meal from the cafeteria, as it closed shortly after the line people return to work. Also when working overtime, it has not been uncommon for five Sweepers to

be supervised by three Supervisors. Now who is ripping off the Company here?

This same Supervisor, who has said many times that a Sweeper's work is never done, recently ordered two pieces of discipline handed out to Sweepers for failure to complete their work assignments on the night shift. These Sweepers were just given more work on August 18, 1980 when he assigned them the duties of providing paper towels, toilet paper, soap, and removal of garbage from the washrooms in their areas on the night shift as he had changed the shift for the employee's on this job from a first and third shift to a steady day job. One of these Sweepers had complained of his workload on the night in question, complained to the acting Supervisor about the mess of his area. He was told there was no extra manpower and to do what he could as it doesn't do any good to complain around here. The Sweeper did as he was told but still received discipline the next week when his regular Foreman returned under order from S. Anderson who had observed three piles of swept up dirt and a couple of garbage containers he felt were not emptied when he toured his area.

If this is how the system operates, then why wouldn't Anderson have got some discipline for failing to complete his work. He has told the Union several times that the area west of the gate line where the sludge tanks are would be regularly cleaned up. He has promised new electric lift trucks for the Maintenance Drivers and as late as last November 1979 agreed to put floor tiles on a position of the women's washroom at Column H-25.

He agreed last April to have hoists installed at all of the elevated spray booths for the Spray Boot Cleaners to lift up the grates when they are changed in these boots. This was to be done during changeover 1980.

The above list has not yet been done, not even one item, yet I don't think anyone has disciplined the General Supervisor as he had done to the Sweeper I mentioned above and he clearly has not completed his work with regards to these four items mentioned. Does this indicate a double set of rules being practised? The only accomplishment he has achieved is to take over the Department with five different shifts and to create 10 different ones at present. There has been a grievance filed on this discipline and I would hope that by the time you read this, someone from higher up will have had it removed from the employee's record.

In closing, I can't help but think that when we had Walter Ellis here, he got more done in his way, (we didn't realize it then) on a foreman's pay than Scott Anderson does on a general foreman's pay.

By KEITH POST
District Committeeman

The I.P. Tie in grievance filed by Committeeman Les Sweet on April 11th, 1977, was resolved in July 1980 by paying these employees the Interior Finish trim rate of pay. This grievance was settled by International Rep and Wage Adjuster Jim Lane from the USA, who we, the Union in Oshawa, have been persuading to come over here for the last two years! I think it is long overdue that we have our own Canadian Wage Adjuster in Canada.



We have been paying our dues to the International, but are not receiving adequate service in return. What is wrong? Don't we, in Canada, have anyone smart enough for this job? We have not had a strike in General Motors for the last ten (10) years. Therefore the International has the money to provide for our own Canadian Wage Adjuster as far as I am concerned. By the time you read this article, everyone should have been notified as to settlements of the last 4th Step grievances of District No. 3.

PARKING

The parking situation in the Body Plant has grown worse by eliminat-

ing hourly parking spots around gate No. 34. The hourly rated people who lost these parking spots have now moved into the gate No. 29 A. Hamilton parking lot and the new Hardware Superintendent's Charlie Dart's gate No. 28 parking lot, and why not? They have as much right to park there as any other General Motors employee who works in the Body Plant.

However, let me warn you, next year with the expansion of the Body Plant by the two column's extending south into the Body Plant gate No. 29 parking lot, parking in this lot will be reduced by more than half!

During the '79 negotiations I had a demand for more hourly rated parking in front of gate No. 28. I was not successful because not everyone on the Negotiating Committee took me seriously. Hopefully now, everyone is concerned. I was concerned enough in the '79 negotiations that I was the only District in Oshawa NOT TO SIGN the Local Agreement (check page 103 of your Local Agreement) to compound the parking problem, NO PARKING has been provided for the hourly rated Paint Shop employees who work in the new Paint Shop. I see lots of salary employees parking their cars right in front of the new Paint Shop. You would think that after spending millions of dollars to build this new Paint Shop they would finally eliminate the salary preferences. Hopefully, we can accomplish this during this '79 contract. If not, I know there

will be lots of support to accomplish this in the 1982 negotiations.

GRIEVANCE PROCEDURE

Numerous employees tell me their supervisor does not call their Committeeman when requested. I would like to bring to your attention Paragraph 21(A) of the Master Agreement: "An employee having a grievance or one designated member of a group having a grievance, should first take the grievance up with his foreman who will attempt to adjust it. "Should", does not mean must! (B) Any employee may request his foreman to call his Zone Committeeman to handle a specified grievance with the foreman.

The word "specified" as used in this paragraph is interpreted by the parties here to mean an employee is required to "state the nature of his grievance". The foreman will send for the Zone Committeeman without undue delay and without further discussion of the grievance. If this is not followed call your Committeeman who will have this corrected!

VENDING MACHINES

Vending machines have been broken into! Hundreds of dollars have been stolen, machines have been damaged to the extent that they will be out of order for three to four weeks. I, for one, will not condone any such crazy, abhorrent action on anyone's part and if caught, do not look for any sympathy from me or your District No. 3 Zone Committeemen.

**AFTER HOURS
ICE TIME AVAILABLE
(12:00 a.m. — 7:00 a.m.)
NEWCASTLE MEMORIAL
ARENA
Call: 987-4044 or 987-4860
Ron Hope — Board Chairman**

News from Parts

By BURT BUSKER
District Committeeman
EARLIER PENSIONS
CREATE JOBS

I would rather think, that it is every worker's ultimate goal and objective in life to plan someday a retirement from the labour force, coupled with an adequate pension. I would also think that it would be everyone's desire to be able to retire at a most earliest age if possible. Some new employees may feel that pensions are matters of long range prospectives. Not really. Time is essential, it is only a flash in life, when looking back at time it doesn't seem like very long. What I am saying is that everyone should be concerned in knowing as to how much money has been banked away in trust to provide for your living during retirement.

Pensions cannot be negotiated on the last day of your retirement. Adequate pension funds must be negotiated during each term of the contract, plus making sure that pensions must provide for incomes to cope with ravage inflations.

New employees are normally concerned about the present day of living, as how he, or she, is going to pay the rent, mortgages, or other bills. One thing you must remember, bills such as taxes, hydro, heat, food, etc. still continue on after retirement. Therefore, pensions must be continued to be increased the same as your weekly wages. The new workers will benefit from all the pension increases, which have been negotiated at a later time. Further-

more, it is even more important that retirements create jobs.

PARTS REQUIRE 21 MORE EMPLOYEES

I have been informed, by Management, that Parts and Service will be adding another 21 employees, filled by Paragraph No. 62 transfers or Paragraph 65A and B cases. The workload has continued to pick up in Parts, and eight (8) employees are anticipating retirement on October 1, 1980.

PLANT RULE No. 35 REJECTED

The Union's Top Committee has expressed an objection to the Company's implementation of another plant rule. The entire Top Committee has notified Management, by letter, of being opposed to the new plant rule No. 35.

The new plant rule No. 35 reads as follows: Failure to open and disclose the content of lockers, vehicles, purses, handbags, briefcases, lunch pails and other containers on request inside the plant or while leaving General Motors property or at the request of a plant security officer.

It is the Union's position that the Company has sufficient plant rules, (thirty-four) 34 to impose rules and regulations. This particular new plant rule does intervene with a person's privacy and credibility. The Company proclaims to have Management rights pursuant to Paragraph No. 4 of the Master Agreement to force this new rule upon the Union workers. In any event, "if" the Company is not prepared to retract this new plant rule, which was done without for many years, I am sure that the Union will remove such plant rule from being implemented in the next round of negotiations.

Spectrum of the 80's

By JOHN P. CAINES
Vice-Chairman and District No. 6
District Committeeman
DEPARTMENT NO. 44 PROB-
THIRD SHIFT

During the week of September 8th, 1980, I had a meeting of third shift workers on some problems they are encountering, i.e., cannot get their Committeeman, Company's proposal to change third shift hours to a steady day shift 5:30 a.m. to 1 p.m. Monday to Friday. On the first issue with respect to representation, I think with the discussions I had with

the Committeeman this should be taken care of, as I explained very clearly to him he has two (2) hours of legitimate representation time everyday and if there are problems in this area he should be using this time allotted by the agreement to find these things out, I don't believe it's right for the people he represents to have to go to the Union Hall to get this type of situation corrected on top of this I am personally available twenty-four (24) hours a day to those I respectfully represent.

The second and more prominent issue is of the Company changing the shift hours for steady 10:30 shift people front office, South main, Parts and Quality Audit building. A meeting with Labour Relations and Superintendent Doug Calhoun and I will advise you the membership as to the outcome from this meeting slated for 7 a.m. Tuesday, Sept. 23/80.

WHAT HAPPENED TO THE EARLY FRIDAY START-UP?

Many people from the "A" System have been asking that question since fellow District Committeeman Jim McGee and I made the proposition back in January of 1980 to General Superintendent of the "A" System Jim Thompson. His initial reaction seemed quite favourable, however, he indicated he would check this out as I had stated in a prior issue of *The Oshaworker* and he did, the response was not negative but it was certainly not positive, he cited the fact that some person or persons from the "B" side had put their fingers into the pie and as a consequence it would have to be something to be achieved for the entire

"A" and "B" systems. You must remember this response did not come until the latter part of February (Union election time) he further stated a feasibility study would be done and they would get back to us! I would like to make one thing perfectly clear I am in no way adverse to the "B" System achieving the same thing, however, it became very evident that it would be an impossibility by including the "B" System into the proposition of starting up at 4:30 p.m. on Fridays due only to the volume of traffic. The facts are it would be impossible to get 4,000 people or cars into the plant and 4,000 out plus the Truck Plant which would be another 3,000 and in addition all the salaried personnel from 3:15 p.m. to 4:30 p.m. If the individual or individuals from the "B" System were trying to sabotage our efforts I believe they were successful!

In the latter part of May 1980, the Company representative responded by stating they could not see their way clear of achieving this until sometime in 1982 due to material problems, train shunting time for delivery of frames, etc., what a lot of bullroar — traffic volume with the "B" System was the real problem, but the Union's elections were the primary problem, another case of the Company getting involved in Union elections, oh well, just another issue for the 1982 negotiations, but this time we shall have the clout to achieve this demand. I hope I have made myself very clear to the power brokers for General Motors as I know they will read this article.

IN CONCLUSION

At time of writing I along with the rest of the Top Committee are preparing for a trek to Montreal for the National Canadian UAW General Motors Intra Corporation Council meeting which is the primary body of Union Representatives from Canada who deal with General Motors on all negotiable items. The unfortunate part of this is the fact it takes approximately five days out of my sometimes hectic schedules particularly due to the time study problem relevant to most start up periods along with the parking problems the brothers and sisters are experiencing in the Body and Paint Shop which I represent.

It would not surprise me in the least if in the very near future General Motors does not get off their butts to correct this outrageous problem that traffic and parking become

so tangled up they will likely lose a lot of production because people cannot get into work especially with the first signs of snow just around the corner, I just wonder if the bosses and their boys (girls) had to park a mile and a half to their work stations how long it would take to get fixed (overriding production expansion) she would be fixed in a jiffy you can be your sweet bippy.

So in conclusion don't have any fear of your foreman, he is not really a doorman, who will show you the way out. If you have a problem shout it out "Get me my Committeeman!"

Contract Demands

By MURRAY STRONG
Committeeman, Zone 42,
3rd Shift

After a long summer shutdown, I felt Management would take this opportunity to learn the ins and outs of our contract, but alas, it seems they

are just as intent to try and destroy any chance of resolving grievances at the First Step. I wish higher Management would allow foremen to make their own decisions. It seems I have to send every

grievance through the various steps, wasting everyone's time. I don't know what the Company pays these people for. A lead hand could do the same job.

The Company is once again attempting to contract work belonging to the Bargaining Unit. Fortunately, there is no language protecting Unskilled Maintenance. In the next set of negotiations, we must have language similar to Skilled Trades, giving the Union a say in these decisions.

I have been doing some studying of Labour Laws and Canadian Labour Arbitration Awards. I found an interesting item which might be a way of resolving the above-mentioned problem. The arbitrator has ruled, if the grievor suffered a financial loss as a result of the assignment, then an award of damages may be appropriate, and in the case of a Union grievance, the award of damages may include compensation for lost Union dues.

If the grievance was processed and won, Management would be more careful in any jobs they gave to other companies. Another question one might ask, are the Companies doing our work even unionized?

There are rumours making the rounds concerning placing everyone on days. You just have to look at the job done in the Truck Plant by His Lordship, Scott Anderson. A child in public school should be hired to give Scott a hand. He was so intent on saving the 10 percent night shift pay that he wasted the Company thousands of dollars. What in the name of ? was he hired for? Another waste of money. It seems the Company wastes money like this but cannot buy new equipment! I hope Management in the other plants learn by his mistakes.

I have had the Safety Reps check Quality Control Building for proper air content. They also are checking the new Paint Shop Bondrites for fumes.

By filing the H&S grievance about Management turning on the gas ovens, I was able to have a Skilled Trades Electrician hired to do the work.

I have found a new death trap. When Sweepers change filters in the spray booths, they are in an enclosed area. There is more than one door in some cases, but no handles on the inside. Imagine getting trapped by fire!

Truck Plant "80"

By RON GAY

It has been a long time since I last wrote a Truck Plant Article in this paper, I feel now that I must. Last year as most of you know, we had problem after problem in the Cab Paint Shop, we were promised a new up-to-date spray booth, which was installed last summer. On my first day back to work, August 18th, I was in the Front Cafe,

when Vic Pratt came over to me and asked me if I had been up to see the new spray booth (glass walls and all) I stated that I had not, but told him that we would still have a lot of problems as we do not have anyone on maintenance that would set up a proper program to keep the new booth clean.

On Monday, September 8th, at break time, the employees of the Cab Paint along with myself, met with their Foreman, General Foreman, the Maintenance Foreman and General Foreman, to air the problems and dirty working conditions. A few of the problems are short paint hoses, fog in the booth, dirty grates, etc. A door in the spray booth, that the Company said was the cause of one set of dirty hoses, as employees had to step on to use the door, we were promised action.

On Tuesday, Sept. 16th about 7 p.m. I saw Vic Pratt at the end of the main line I approached Pratt and reminded him of our talk of August 18th, he went around in circles, then came to the top with, we have got to get this line running and get our count out. On Thursday, Sept. 11th, the employees of the Cab Paint called me and were upset with the Company's failure to fix anything that was mentioned the previous Monday.

A grievance was filed on Friday,

there was a strong rumour that the Cab Paint Shop would not work on Monday if things were not cleaned up. I phoned into the plant on Friday morning, and got in touch with the District Committeeman Bing Campney, he and committeeman Pat Thrasher were in a meeting with G. Barnes.

Bing told me that they were blaming a sprayer on our shift for the mess, which was a lot of bull. On Sunday, September 14th I understand that Bing and Pat went to the Paint Shop and found it to be filthy, they then phoned Bill Glover, Maintenance Superintendent, it took employees Sunday and hours before the Monday day shift started to get things cleaned up.

On Wednesday, September 17th employees in light repair sat down in protest of the harassment received from the new supervisors in this area, mainly one in particular. A meeting was held with the employees and Vic Pratt, Art Jones, the District Committeeman and myself. The problems were aired and the longer we went on the stronger Vic Pratt tried to blame the Union Representatives, then the employees.

I do not like to write long articles, but I hope that someone in the GM Organization reads this then can get their people to do their job. The cases written by me in this article are the truth. When Ron Cox left the Truck Plant he left the plant at a high, in the last year the Truck Plant has reached an all time low. I believe that this is due to Vic Pratt not giving a darn about the people in the plant, plus letting the Maintenance Supervisors dog it and not getting enough people to do the job, I strongly feel that there are not enough employees in Dept. 44 to service the plant.

It is a shame that when Supervisors feel that an hourly rated employee in the plant is not doing their job they do not waste anytime in giving them a day off. But when a Supervisor does not do his job nothing is done, I guess no one expects a Supervisor to do their job.

Women's Committee Report

By MAY PARTRIDGE
Vice-Chairman

A very successful conference was held in Port Elgin on September 5, 6 and 7th. This year we set a record with 145 delegates attending. Most of

these sisters were attending their first conference and their first trip to the Camp. The Agenda set by the Regional Council consisted of three separate work shops, set up in different halls so

the sisters could attend all three over the week-end. The format was parliamentary procedure, structure of the Union and Political Action in the Union.

The opening keynote speaker was our Regional Director Bob White. He spoke on the Houdaille situation and the need for Legislation on Plant closures. The delegates were impressed with his remarks and his

grass roots approach. He lingered after his address to meet all the new delegates for he seemed impressed with the number attending.

During the week-end through raffles we raised \$255.00 to help pay expenses for Blue Cross workers at the conference and to add to their strike fund. We also had a bucket and collected \$115.00 for the Terry Fox Marathon of Hope.

On Saturday evening after the showing of "Norma Rae" we had a sing song and two skits put on by the delegates. These skits were thought up and presented by two of the classes. Everyone enjoyed the superb acting and comedy. We also extend our thanks to the brothers for pitching in to make the evening a huge success.

Watch for the pamphlets in the plant on the mass demonstration in Toronto in October, sponsored by the Ontario Federation of Labour. Let's show the rest of Ontario that the biggest local in the Canadian Region, although not hit by lay-offs can still support our brothers and sisters not so fortunate.

SWAP COLUMN

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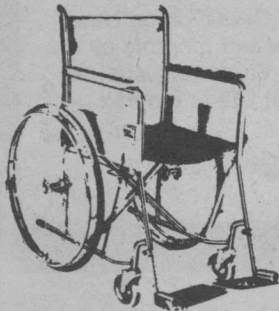
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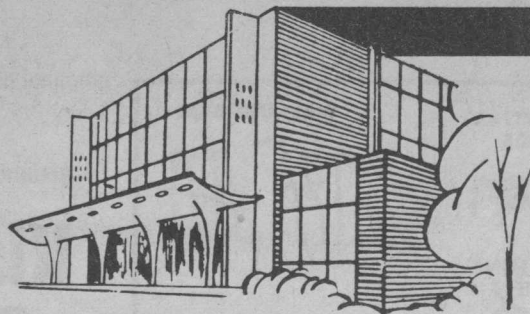


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Your Credit Union News

AUTO WORKERS (OSHAWA) CREDIT UNION LTD.
Established April 2, 1938



Your Credit Union News
Published monthly by the
Auto Workers (Oshawa)
Credit Union Limited.

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Saving to Own a Home — Why Tax Yourself?

Dreams Can Come True

You can own your home, maybe not tomorrow but in the near future with the help of an RHOSP, a Registered Home Ownership Savings Plan that allows you to save the necessary down payment and lets you deduct those savings from your income tax. That's a good deal.

Here's How It Works

It takes a minimum initial deposit of \$100. The most you are allowed to deposit is \$1,000 in any one year. You can deposit up to \$10,000 in total and you are allowed a maximum of 20 years in which to do it.

Every qualifying individual can hold an RHOSP. Since husband and wife can each have a plan, a couple could save for a future home twice as fast.

Make deposits any time through the year and at the conclusion of the calendar year the sum total of those deposits up to \$1,000 is the amount you can claim as a tax deduction. That can add up to a tidy little saving all by itself and don't forget your RHOSP will be earning tax sheltered interest all the time.

A Registered Home Ownership Savings Plan can get your money growing. It can help you set goals, save money on taxes and help make dreams come true. Remember you must begin your RHOSP by December 31st in order to deduct your deposit from your income tax.

How To Qualify

You can be a part of this outstanding savings plan provided:

- You are a Canadian resident and are 18 years or older.
- You don't presently own a house or any kind of dwelling place.
- You have never had an RHOSP.

- A spouse living with you does not own a residence.

When the Goal is Reached

When you are ready to buy a home, withdraw your money. It won't be taxable if you can show that is how the money was used.

When you reach the \$10,000 maximum deposit, you may leave your money to grow in the plan until you are ready (maximum 20 years) to buy your home. However you don't have to save the full \$10,000 (plus interest) that the plan allows you.

But if you withdraw it for some reason other than buying a home, the principal and built up interest will become part of your income and will be taxable in the year you take it out.

Taxation of this amount could be averaged over a number of years by purchasing an income averaging certificate. However, if you did not purchase an income averaging certificate, and you purchase a home within three years of your withdrawal of your RHOSP, your down payment up to the value of your RHOSP investment, becomes tax deductible in the year the home is purchased.

Also, partial withdrawals are not permitted. (If you have saved \$5,000 and want to get some out, you will have to take it all.)

You cannot use your RHOSP as loan collateral and once you take out your money that's the end of the

plan. You cannot start another plan.

In case you die, the value accrued to your plan will be paid to your estate.

Register Now

In order to claim a current year tax deduction you must contribute to your Registered Home Ownership Savings Plan by December 31st of this year. If you already have an

RHOSP and you would like to have it transferred to us, you can do this without affecting its tax-sheltered status.

Our Registered Saving Plans representative will explain the ground rules and help you get started.

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Need a mortgage? Your Credit Union has mortgage money available. We can loan you up to 75 per cent of the appraised value to a limit of \$45,000. You may qualify for a larger percentage of the appraised value if you meet the criteria of the Mortgage Insurance Corporation of Canada. We also provide Bridge Financing to help you over that period of selling your house while in the middle of purchasing another. Phone your Credit Union for an appointment or more information.

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(new)**

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And the interest rates our plans earn are among the highest available.

Talk to us. Your Credit Union. We have the plans to make you feel better about the future.

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(OSHAWA)
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**The people
with
the plans
of a lifetime.**

* Trusted by Co-operative Trust Company of Canada

PLEASE NOTE

Closed for business on
Monday, October 13th. Open
for business as usual on Tues-
day, October 14th., 10:00 a.m.

Editorial Supervision

by
Education & Publicity
Committee

Cy Taylor, Chairman
Lois Nimigon
Robert Cannons
Don Nicholls, Editor

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Letter to the Editor

September 19, 1980

The Editor
The Oshaworker

The September 18th issue of *The Oshaworker* published an article written by Russ Rak titled "Houdaille Workers' Contributions" dealing with the workers' occupation of the Houdaille plant. I was pleased to see the article printed and it was well written.

I have known Brother Rak since 1955, and through his association with me and his militant and active participation in Local 222 over the years, he got to know many of the workers in Houdaille. Furthermore he has a good knowledge of the history of the UAW and the labour movement in general.

Before he wrote the article, he discussed it with me because I had played a major part in organizing the Union at Houdaille in 1945, and I was elected to the union bargaining committee every year until I retired in 1969. I asked him to mention the fact in his article, that I had been an active member of the Communist Party of Canada (CPC) all my working years; and still am, plus the fact that a number of the other active and leading union members in Houdaille were also members of the CPC over the years.

Brother Rak let me read his article before he submitted it to the editors of *The Oshaworker*. He complied with my request through the following two sentences: "Jock Turner, who is now retired, has been a life-long member of the CPC" and "Several of the other union activists in the Houdaille plant were also members of the CPC." The editors of *The Oshaworker*, in their wisdom, censored these two sentences from his article. I want to express my very strong opposition to such unprincipled censorship in our union paper.

The leadership of our union has no right to deny the UAW membership the right to read about the real history of the UAW and the roll played in it by Communists. I have always taken the position that the union and *The Oshaworker* belong to the rank-and-file members and are not the private property of the elected union leaders.

Over the years I have always acted openly in Local 222 and publicly as an active member of the CPC. Brother Rak did not identify any other workers who may not want it to be known that they were members of the CPC. My position has always been that union leaders who advocate anti-communism do great harm to the union movement and the working class, because anti-communism

coincides with corporate business policy and divides and weakens the union movement.

The reason I enjoyed the respect and support of the workers at Houdaille over the years was because of my knowledge of working class history and the need for collective action by the workers to fight for justice and dignity. I attribute this knowledge to my membership in the CPC. The CPC is a political party of the working class. It arises out of the working class and works to unite and educate workers in how best to improve their standard of living and defend their class interests. Socialism will not be achieved in Canada without the CPC.

Over the years the CPC organization in Oshawa has made a major contribution in helping the workers at Houdaille establish many new gains that set the pattern for the UAW in GM. During those years there were usually three or four members of the CPC elected to the Houdaille (Skinners) unit bargaining committee. We in the Houdaille unit of Local 222, were able to win many new firsts in benefits for the workers.

We were the first to negotiate and win the 37½ hour work week; job posting; full company paid medicare and life insurance; union steward system; closed union shop, etc. And I want to point out that from 1946 to 1980, the local never had to pay the Houdaille unit bargaining committee lost time wages during contract negotiations. We always got the company to pay the lost time.

I also want to point out that the CPC in Oshawa along with myself and other members of the Houdaille committee organized unions at Fabricated Metals (now closed), office workers at Houdaille and office workers at the Credit Union. Moreover, in the 1930's, union organizers from the CPC made the major contribution in organizing Local 222 at GM; the steel workers in Hamilton; iron foundry workers in Oshawa; mineworkers and lumber and woodworkers throughout Canada; the Fur and Leather Workers at the tannery in Oshawa (now closed) etc. In fact, since the CPC was founded in Canada in 1921, its members have made a great contribution in building the trade union movement in Canada.

In the U.S., the Communist Party there likewise made a major contribution in building the unions. During the 1930's, John L. Lewis, the fiery leader of the United Mine Workers in the U.S., provided many of the paid union organizers to organize the autoworkers. He said that he was prepared to hire a hundred

made the change in February. Workers Insurance wanted about \$175 a year for my trailer and that included a \$250 deductible. My former company offered \$53 a year for a \$100 deductible. It is now obvious to me that the Worker's Plan is only willing to go half way. They offer competitive rates on the cars but can offer no assistance what-so-ever with any other types of insurance.

Before you leave your present company you should weigh all the consequences before making up your mind.

The final straw came when I cancelled the Workers' Plan policy. On July 11th, 1980, I was told I would have my money in a week or so. On July 28th, 1980, I had not received any money and I was told I had to call Rick Gougeon in Sudbury and was told to call collect. He accepted the reversed charges and after some discussion, agreed to cancel the policy. I have since received a telephone bill and somehow the Workers' Insurance was able to reverse the charges back to my telephone bill!

My experiences with this company have been very poor and I find it difficult to see how the UAW can lend its support to this company. Don't let the same thing happen to you.

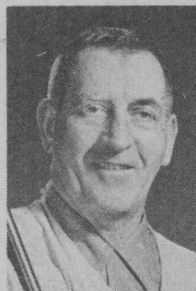
Yours Truly,
Henry J. Cormier

Communist Party union organizers, because he knew that he could depend on them to get the job done.

In conclusion, Brother Editor, I am proud of the fact that I am a member of the Communist Party of Canada, and the membership has a right to know the facts. I know the history of the UAW and the roll played by the CPC in it.

And again I want to stress that the UAW membership should not be denied the right to read the real history of the UAW in *The Oshaworker* and about the major contribution made by the CPC union organizers and leading union activists in building our great union.

Yours fraternally,
Jock Turner



The annual club championship trap shoot was a great success. Thanks to the committee in charge, and especially Harold Rolls, Bing Crosby and President Ed Shrigley. The weather was fair, not too bright, and the trap worked wonderful. The new 1980 club champion is Bing Crosby, with 47 broken birds out of 50, with a run of 27 and 10. Harold Lambert was second with 47 broken birds and a run of 23 and 16. Mike Moyes also broke 47 birds and a run of 23 and 14. You can see what a consecutive run means in scoring. Class "B" was won by John Lonsberry, with 44 broken targets. Ed Cooke was second with 43 broken clay birds, and John Bowler was third with 43 broken birds.

Class C was won by Karen Sheridan with 38 broken targets. Dave McCann had 36 broken targets and Judy Brooks was third with 35 broken targets. The open class was won by Rick Sheridan with 24 and a run of 20 out of 25. Ed Cooke was second with 24 and a run of 14. Len Bowler had 23 broken targets and a run of 18. Bing Crosby won the trophy for the longest consecutive run.

The committee forgot one thing, they did not send me the complete list of all the shooters. And as I was in Ottawa for the Union I have not the complete list, and do not know the names of all the shooters. So if you missed this club championship shoot don't fret. There will others.

There must be a few people who read my column for I do receive a few phone calls, asking about some bird and their habits. Mrs. Harold Bradley who lives north-west of Brooklin phoned to ask about the habits of the gold finch and especially the habit of raising young so late in the season. I also remember seeing nesting gold finches on nest when I was a kid living in the Harmony area, and going to school. They tell me these finches will not nest until the down of the thistles are available to line their nests.

Another thing these small wild canaries do, is the young seem to fly from the nest when they are so young. They just take off. And not like some other birds that linger in the nest and have the parent birds feed them until they look bigger than the parent birds.

Another bird that seems to be every place you look is the yellow shafted flicker, a magnificent bird well marked, when in full plumage. Their diet is insects and a million ants. The largest of the woodpeckers, the pileated, in my observations seems to be getting scarcer, but maybe it is because I am not roaming the beaver ponds like I used to do 30 years ago.

Spring is wonderful but Fall is my time, birds and insects seem to be more plentiful and the larger flocks of

Skilled Trades

By LEO KELLY
Committeeman, Zone 36

The workload for the Trades in the North Plant is very heavy at this time. With all the expansions taking place for "J" car production work looks good for quite a while. With the increases in both journeymen and apprentices, the work force in the Die Room is getting close to the numbers we had before the 1971 disaster. Hopefully, this situation will not happen and we can look forward to a great deal of stability.



Rod & Gun Club

By ROY FLEMING

migrating birds ever passing overhead. Many birds meet their fate, by flying into tall buildings of the large cities. The lights in the windows must confuse the birds. If you are in a large city and are out walking before breakfast look on the ground for dead birds. You will probably find one of the many Fall warblers with those many patterns of yellow showing dead along beside the buildings. The area I live in, in the city used to have many chimney swifts flying about especially in the summer evenings but for many years they disappeared with the advent of oil burners, instead of wood or coal burners.

But to my pleasure I noticed a few chimney swifts flying about late this summer. You can tell the chimney swift from the other swallows as the swifts have a blunt tail or no tail showing. The other swallows show tails of different sizes.

I suppose you would rather have me discuss the bird-hunting season with you and where the pheasants are put out each season. Don't ask me. As I do not help in this job. Do as I do buy more than one township license and hunt during the week and stay home on the weekends. As for partridge I think the fox and coyotes take care of them. Speaking of rabbit hunting I saw my first Jack Rabbit, a dead one, run over on the Port Perry Road.

We reported on the boat ramp at Darlington Park, but to my surprise we found one. It looked in very good condition to me but someone told me the mud bottom makes larger runabouts and trailers hard to launch your boat. The reason I mentioned this boat ramp is some good-sized salmon are caught every year trolling between Darlington Park and Bowmanville.

Also the third marsh used to produce some good sized pike. I have seen gar pike in the third marsh. So if you use this ramp and the weather is rough, for your equipment to fish Lake Ontario, fish the third marsh. You may be surprised and happy at the results. I have seen salmon taken right at the mouth of the Darlington Park Marsh in Lake Ontario. Don't have me suggest how you should catch these migrating salmon or rainbow trout and the browns.

For you have probably had more success catching these fish than I. Pickerel and pike fishing will also be good. If you are going white fish and herring fishing and using a dip net check the fishing regulations for 1980 as they have been changed.

Target and Archery at the New-castle property indoors.

I am again seeking your support and vote as an elected Oshawa Public Utilities Commissioner for 1980. I am proud of my better than 20 years as a Commissioner and my stewardship as such.

The next group of apprentices are scheduled to start after the first of the year.

Over the past couple of months I have had a number of Tradesmen approach me about not receiving *The Oshaworker* or any mail from the Union. After checking this out I have found quite a few had changed addresses and notified the company but had not notified the Union Hall. Therefore, for anyone who has moved recently, make sure you get in touch with the Committeeman so he can put in a change of address for you at the Union Hall.

It seems a shame to have to resort to *The Oshaworker* to ask people to refrain from writing their graffiti on the washroom walls but it seems this is the case. It becomes difficult to go after the company to keep the washrooms clean and painted and then have someone write all over the walls. So whoever you are, if you have to write, take in some blank paper.

For anyone looking for the government certificates, all I can say is be patient, although they are fast at cashing your cheque the same cannot be said for processing your application. The length of time it takes to get the certificate seems to vary but it looks like anywhere from three (3) to six (6) months.

After watching the clean-up in the Die Room for the Educators tour last week, it is a shame we do not have a tour every week, that way maybe the place would stay clean. It is a farce to see the Company spare no expense to clean up so they can impress the public but go back to their old ways once the tours are over. If they came out of their plant filled offices more often, maybe they would do something to maintain decent working conditions all the time instead of just when they want to impress someone.

Skilled Trades

By JUNIOR McMULLAN
District Committeeman

Since my last article in *The Oshaworker*, I have met with the Company and Dennis Tyce, UAW Rep, on my appeal cases. All Millwrights and Welders who had grievances on overtime worked in the Truck Plant by Supplemental Help on Easter Sunday, April 6, will be paid. Also, T. Livingstone, the resident Millwright,

will be compensated for this violation of his overtime rights. So you will have to check your pay cheques to make sure you have received payment.

HIRING

The Company is interviewing more applicants for the Tooling, Millwrights, Machine Repair, and Electrician trades. We are still having good co-operation from the Company in the hiring of the laid off tradesmen from the plants around Oshawa who have moved or have gone out of business.

APPRENTICE PROGRAM

Our population, approximately 300, with more starting in January 1981. I have met with the Company and Ray Smith, Apprentice Chairman, to start a formalized 80-hour Health and Safety Program that was negotiated in the last agreement.

W. VESTERS CASE DEMOTION

This case should be settled to every tradesmen's satisfaction and especially Bill Vesters.

I will be leaving for the east coast on my vacation for three weeks, so please don't try to contact me until the week of October 6. George Cox and Ron Dickinson will be replacing me during this period. So, if you have a problem, please contact them. Call: 7069.

GM Insurance Report

By JACK VAILLANCOURT
Insurance Representative

The UAW Council met in Ottawa on the weekend of September 14th and 15th, 1980. The reason for Ottawa, was to bring greater government awareness of problems in the Auto Industry and Plant Closings in particular. Bill Rudyk held the stage at the Council meeting on the Sunday afternoon, while relating to the Council about

events surrounding the Houdaille occupation by the workers and the subsequent resolve of pension and separation benefits settlement. Emotions were running so high that most of the delegates were on the verge of tears.

Brother Rudyk in my opinion made the most profound remarks when he mentioned the need for "portability" in our pensions. What Bill meant by this, is the right to go from one job to another or as in the Houdaille situation, that when a plant closes the workers will be able to take their pension equity with them to another job instead of seeing it all whither away in reduced fixed benefits at 65 years of age instead of 55 years of age as Houdaille was insisting upon.

Portability will also make the work force more flexible and workers will not be so reluctant to move to another area of the country in search of another job, if they can take their pension equity with them.

Apparently, this pension portability is not new in Europe and works quite well. I see it as the way of the future and we in the Auto Industry should push the federal government to legislate in this direction.

INSURANCE MEETING IN MONTREAL

We met with representatives from Metropolitan Life and Green Shield on problems related to our benefit plans. It appears that some of our problems with the Green Shield Drug program are false interpretations placed on the plan by some of the druggists. I suggested to Green Shield officials that they issue a statement to the Druggists, stating there is a vast difference between the usual drug plan and the GM Plan. This is going to be considered by Green as a possible method of cutting down misunderstandings by the Pharmacies. The two (2) drug problems that I raised are going to be investigated and resolved. The problems are slowly working themselves out.

DEWAR'S SEAT FILLED

As most people in Oshawa know, Regional Councillor Allan Dewar resigned his Oshawa and Durham Region seats on September 2nd, 1980, after taking a job with the provincial government on June 6th, 1980. I had attended about 98 percent of all local council and planning board meetings and was getting an excellent handle on how things work. Because of this interest, I think I may have been elected back in June, but things dragged out so long they decided to raise a local councillor to region level and leave the local seat vacant.

I think that council felt that there would be too much flak in the press so they went that way. The Mayor and Chief Executive Committee of Oshawa voted for me unanimously and I am proud of that.

I would like to personally thank Mayor Potticary and Councillors Bruce McArthur, Allan Pilkey, John Aker, Jack Wiley and last but not least our good friend Marg Shaw. Congratulations to Chris Mason who got the seat. Maybe next time?

NOTICE

The advertisements in this paper are paid by the businesses concerned, and are not necessarily endorsed by the Executive Board of Local 222, UAW.

SWAPS

Continued from Page 4

BEAVER ROCKWELL SAW, 9' blade, 50" table, complete with motor and stand. \$325. Call: 576-6870

CHILD'S WINTER COAT, and matching hat, size 3, \$25. Child's 2-piece snowsuit, washable, size 3-3X, \$15. Perego stroller and canopy, \$150. Call: 723-2510

ANNEX WOOD STOVE, \$150. Franklin stove, complete, \$125. Circle Y show saddle, \$700. Three pieces of marble table tops. Call: Hampton 263-2184

DEHUMIDIFIER, \$50. Used kitchen double sink. \$10. Call: 725-3359

BOX TRAILER, 8' x 4', \$150 or best offer. Toshiba large size microwave oven, like new. \$300 or best offer. Call: Hampton 263-8417

1978 Z28 CAMARO, 4-speed, low mileage, \$6500. Also 15' fiberglass Bowrider with 70 h.p. Johnson outboard, \$3500. Call: Whitby 666-1027

11-FT. SLIDE-IN TRUCK camper, in good condition. Equipped with fridge, stove, oven, furnace and toilet. Sleeps 4. Call: 576-1400

1968 T-BIRD, good body and paint. \$1800 not certified. Call: Newcastle 987-4420

TRUCK CAP AND LINER, slide-in unit, 35" high. Call: 576-4825

1978 CHEV short box van. Call: Brooklin 655-4403

MOTORCYCLE, 1979 RM250. Excellent condition. Call: 728-0705

WASHER-SPIN DRYER by Hoover, \$125. Barbells, dumbbells, adjustable bench, press, arm and leg exerciser, \$75. Remote control van, \$25. Call: 579-7162

1980 MOTO-SKI snowmobile, 340 liquid Super Sonic, low mileage, gauges, good condition. Asking \$2700 or best offer. Call: 576-3281

BOY'S HOCKEY SKATES, Bauer Jr. Supreme, size 3. \$20. Call: 725-5704

SERVICES

ABORTION REFERRAL. Call: 728-3242

IF YOU ARE THE SPOUSE or relative of a problem drinker and seeking help. Call: Al-Anon 728-1020

PREGNANT AND DISTRESSED? We can help you. Call: Birthright 579-2336

DISTRESS CENTRE. Telephone Befrienders. Available 24 hours a day. Call: 579-1121

EXPERIENCED CLEANING LADY, bondable, references. Call: 579-6915 or 579-5837

IN-HOME BABYSITTING during day-time, in Wood-Mary Street area. Call: 576-1961

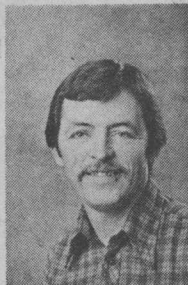
FOR RENT

TWO TRAILERS, One 3-bedroom, one 2-bedroom, Clearwater Florida, by the week or month. Call: 723-4058

Department 69 News

By AL O'DONNELL
Committeeman, Zone 48, Dept. 69
EQUITY MONEY

After each contract is signed, there is a certain amount of money set aside in an "equity fund". The purpose of this money as I understood, was to bring up some rates of pay so as to be more "equitable". This year the powers to be in the International Union have decided that this money should be assigned to some jobs which were already being paid \$9.42 per hour before the last increase when as Assembler's rate was \$9.08 and a Sweeper's rate was \$8.72.



The unskilled maintenance workers are the lowest paid in the plant and fall further behind because our annual improvement is the same percentage of your base rate no matter what your rate of pay.

The Company cannot operate the plant without Sweepers, Cleaner Attendants, etc. It costs those people the same for a loaf of bread, a gallon of gas as everyone else. It is about time they were considered when the so-called equity monies were being handed out.

The shop Committee has protested the manner in which the equity money was divided and are on record as being in favour of this money going to the lower paid classification.

DEPARTMENT 66 MORE WORK WITH LESS PEOPLE

Just recently four Drivers were laid off from Department 66 — two per shift. The line speed has not dropped of course, just the manpower. Seems to me supervision in Department 66 are experts at cutting people out. I am sure there is a fat bonus in it for Mr. Mitchell and his co-hosts.

Not too long ago I saw a cartoon on the wall in the General Foreman's office, the title of which was "More with Less". I guess it is a big joke, worthy of a cartoon, when you are able to produce the same amount of cars with less people.

People are being borrowed on a

daily basis while this layoff is in effect and although the Company argues there are people out sick and that is the reason for having to borrow people, as far as I am concerned they either do not have enough UR Absentee Replacements or they do not have enough drivers.

BARGAINING IN BAD FAITH

Again in Department 66 I filed Health and Safety Grievances along with Committeeman Jack Moore on the other Shift in regards to the Metal Finish area. Because of the dust, fumes and lead solder being used, this area must have special ventilation. We were successful in having some decent ventilation installed — not everything that should have been there, because there still should be suction grates in the floor, but it was not bad. During changeover all the special ventilation that was won through the grievance procedure was torn out. Health and Safety grievances are being filed again — and it is sad that Department 66 Supervision has placed the health of the workers in that area secondary to cutting costs.

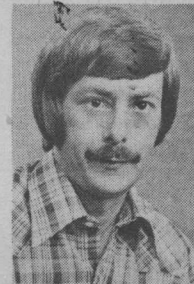
MA BELL

Harold Rolls and myself have tried to get the phones fixed outside the Satellite Cafeteria. They have not worked since changeover. Ma Bell does not seem to have the repairmen to do the job, although they appeared to have enough repairmen to change every pay phone in Ontario to 20c in one weekend. Bell management must think we are all stupid.

Education Committee

By MIKE LEVEQUE
Recording Secretary

There will be a weekend education seminar held at the Local 222 Hall, 44 Bond St. E. on October 25th, and 26th. At the time this article is being prepared, our committee is still ironing out many of the details.



This much we do know, there will be five separate classes as follows: Health and Safety, Effective Speaking, Grievance Procedure, Role of

Women in Trade Unions and Legislative Program for Labour.

Classes will commence Saturday morning with registration between 8:45 and 9:30 a.m. After you register, there will be an introductory speech by Gord Wilson, UAW Education Director for Canada. Following the opening speech, regular classes will be conducted from 10:00 a.m. until 12 noon when a buffet luncheon will be served. Regular classes start again at 1:00 p.m. and end for the day at 4:00 p.m. Starting at 6:30 p.m. there will be dinner for students and partners followed by a dance until 12:30 a.m. Sunday, October 26, the morning classes are from 9 a.m. until 12 noon. The instructors will be from our own Local and International UAW Education Department.

Registration forms are available either at the Union Hall or from any member of the Education Committee and must be in by October 17. Personally, I recommend these classes to anyone in the plant. Whether a brother or sister is active in the Union or not, they are bound to help in understanding your rights as members of Local 222.

NEW MEMBER ORIENTATION

As I reported some time ago in *The Oshaworker*, Local 222 Education Committee has been very concerned about the new members entering the plant. At this time, the new employee has little idea of the Union role in the work place or what is expected of them as Union members.

LETTER 52 LOCAL SENIORITY AGREEMENT

If you work more than 30 minutes overtime, but less than two hours you have to be granted a 5-minute washup at the conclusion of eight hours and 5 minutes at the conclusion of the overtime. If you work two or more overtime hours you must be granted a 10-minute washup at the conclusion of your regular shift and 5 minutes more at the end of the overtime assignment.

If you work more than 30 minutes overtime, but less than two hours you have to be granted a five-minute wash-up at the conclusion of eight hours and five minutes at the conclusion of the overtime. If you work two or more overtime hours you must be granted a 10-minute wash-up at the conclusion of your regular shift and five minutes more at the end of the overtime assignment.

ZONE 48 ALTERNATE

As you read this, an election is taking place in the Zone for Alternate Committeeman, due to the resignation of Don Whalen who has moved to Department 63. Don and I worked well together in this Zone which is the only way a Committeeman and Alternate should work in the best interests of the members. Don is a good union rep who knows what side he is on. I wish him well and hope to see him active in the union in the future.

I intend to work with whoever is elected to fill Don's place. May the best candidate win.

As of October 1st, this should all be changed.

Local 222 will by that time have a New Member Orientation video tape program. This tape will be viewed by the new member prior to his entering the plant. The following is a sample of the type of material this tape will contain. It will welcome the new hire and their families on behalf of 1,750,000 UAW members in Canada, the United States and Puerto Rico.

Also explained, is the fact there are 130,000 Canadian members in 125 locals spread across the country. Negotiations will be touched upon and the method of re-negotiating our contract, Local and Master every three years and the benefits derived from these talks. The organizing of Local 222 will be the next topic and how on April 8, 1937 the first strike occurred. This work stoppage lasted 15 days resulting in a one-page contract covering recognition of the Union, seniority, grievance procedure, a wage increase and time and one-half over 40 hours.

It was accepted by the membership by a vote of 2,205 to 35. Also touched upon in the tape will be the fact the Auto Workers Credit Union, established in April of 1938, has grown to a membership of 33,000 with assets of over \$85 million. The dental and optical clinic facilities will be shown and a pamphlet given to the new hires telling them when their coverage starts. Oshawa CO-OP Supplies store, Ladies Auxiliary and the structure of the Local's executive will also be explained in the film.

One of the most important defences of any Union, the Grievance procedure, will be featured from the first step up to and including arbitration. After the tape, a kit will be given to the probationary employee containing fact sheets on: the Substance Abuse Program (Alcoholism and Drugs) and how it was first incorporated in the Master Agreement in 1973; Health and Safety Grievance Procedure and history of Local 222.

This is a most progressive step and hopefully it will help the people coming into our local. It will give them a better understanding of what the advantages are in having a Union and that it's in their best interest in keeping it strong.